

**THE STATE BAR OF CALIFORNIA
2017 ANNUAL SALARY RANGES**

BARGAINING UNIT

**General Unit
(Effective January 2017)**

Grade 1	\$33,144 – \$44,112
Grade 2	\$36,360 – \$48,468
Grade 3	\$40,200 – \$53,616
Grade 4	\$44,208 – \$58,920
Grade 5	\$48,984 – \$65,292
Grade 6	\$54,120 – \$72,108
Grade 7	\$59,532 – \$79,332
Grade 8	\$66,132 – \$87,276
Grade 9	\$72,720 – \$95,880
Grade 10A	\$79,920 – \$105,228
Grade 10B	\$89,496 – \$116,796
Grade 10C	\$98,448 – \$131,940

**Attorney Unit
(Effective January 2017)**

Grade 16A	\$85,332 - \$132,276
Grade 17A	\$105,228 - \$157,488
Grade 18A	\$115,752 - \$181,116

**EXECUTIVE STAFF
Hired prior to 4/17/17**

(Effective January 2017)

Grade 54E	\$96,630 - \$140,172
Grade 55E	\$106,293 - \$154,125
Grade 56E	\$116,922 - \$171,983
Grade 57E	\$128,613 - \$188,223
Grade 58E	\$141,475 - \$208,255
Grade 59E	\$155,623 - \$229,079
Grade COO	\$239,500 - \$239,500
Grade ED	\$267,500 - \$267,500

**CONFIDENTIAL DESIGNATED STAFF
Hired prior to 4/17/17**

**Confidential Designated Staff
(Effective January 2017)**

Grade 31C	\$34,651 - \$47,141
Grade 32C	\$38,005 - \$51,437
Grade 33C	\$42,042 - \$56,892
Grade 34C	\$46,228 - \$62,524
Grade 35C	\$51,191 - \$69,286
Grade 36C	\$56,592 - \$76,555
Grade 37C	\$62,264 - \$84,191
Grade 38C	\$69,586 - \$92,591
Grade 39C	\$76,501 - \$101,769
Grade 40C	\$84,055 - \$111,151

**Confidential Designated Attorneys
(Effective January 2017)**

Grade 45CA	\$84,328 - \$105,178
Grade 46CA	\$93,969 - \$136,379
Grade 47CA	\$111,724 - \$183,526

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CONFIDENTIAL DESIGNATED STAFF

**Confidential Designated Staff
(Effective 7/31/17)**

Administrative Assistant II	\$57,984 - \$77,316
Administrative Supervisor	\$66,972 - \$89,292
Fiscal Services Specialist	\$62,556 - \$83,400
Human Resources Analyst	\$79,032 - \$105,372
Human Resources Coordinator	\$69,504 - \$92,664
Human Resources Specialist	\$62,556 - \$83,400
IT Analyst II	\$81,432 - \$108,576
Legal Secretary	\$52,716 - \$70,284
Paralegal	\$60,120 - \$80,148
Program Analyst	\$79,032 - \$105,372
Program Supervisor	\$95,640 - \$127,500
Senior Administrative Assistant	\$60,888 - \$81,180
Senior Financial Analyst	\$86,940 - \$115,920
Senior Human Resources Analyst	\$86,940 - \$115,920
Senior Program Analyst	\$86,940 - \$115,920

**Confidential Designated Attorneys
(Effective 7/31/17)**

Attorney I	\$89,892 - \$134,724
Attorney II	\$98,880 - \$148,200
Attorney III	\$113,712 - \$170,436
Attorney IV	\$125,088 - \$187,476

EXECUTIVE STAFF
(Effective 7/31/17)

Assistant Chief Court Counsel	\$151,824 - \$227,556
Assistant Chief Trial Counsel	\$151,824 - \$227,556
Chief Administrative Officer	\$179,532 - \$269,088
Chief Court Counsel	\$179,532 - \$269,088
Chief Financial Officer	\$164,748 - \$219,660
Chief Mission Officer	\$179,532 - \$269,088
Chief Programs Officer	\$179,532 - \$269,088
Chief Trial Counsel	\$179,532 - \$269,088
Deputy Chief Trial Counsel	\$163,212 - \$244,632
Deputy General Counsel	\$163,212 - \$244,632
Director, General Services	\$149,772 - \$199,692
Director, Human Resources	\$149,772 - \$199,692
Executive Director	\$267,500 - \$267,500
Finance Manager	\$113,100 - \$150,780
General Counsel	\$179,532 - \$269,088
IT Director	\$164,748 - \$219,660
IT Manager I	\$105,204 - \$140,256
IT Manager III	\$121,572 - \$162,084
Manager, General Services	\$105,204 - \$140,256
Principal Program Analyst	\$105,204 - \$140,256
Program Director I	\$136,152 - \$181,536
Program Director II	\$149,772 - \$199,692
Program Director III	\$164,748 - \$219,660
Program Manager I	\$105,204 - \$140,256
Program Manager II	\$113,100 - \$150,780
Program Manager III	\$121,572 - \$162,084